

**SIRIUS XM RADIO INC.
WASHINGTON DC EMPLOYMENT UNIT
EEO PUBLIC FILE REPORT
June 1, 2015-May 31, 2016¹**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|--|--|---------------------------|
| Assistant Librarian | 2-3, 6, 8, 15, 21, 27-28, 30-32, 35, 41, 44-45, 47 | 44 |
| *Vice President, Broadcast Engineering | 1 | 1 |
| Producer, PGA | 2-3, 5-6, 8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 5 |
| Producer, Fantasy Sports Programming | 2-3, 5-6, 8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 5 |
| Director, Sports Programming | 2-3, 6, 8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 2 |
| Coordinator, Music Programming | 1-3, 6-8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 1 |
| Imaging Producer, Music Programming | 2-3, 6, 8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 2 |
| Associate Producer, Talk Programming | 1-3, 5-6, 8, 14-15, 21, 27-28, 30-32, 35, 41, 45, 47 | 5 |
| Producer, MLB | 1-3, 5-6, 8, 11, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 5 |
| Producer, Sports Programming | 2-3, 6, 8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 2 |
| Producer, Sports Programming | 2-3, 5-6, 8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 5 |

¹ This Report provides recruitment data collected from May 22, 2015 through May 21, 2016.

**Exigent Circumstances*

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|---------------------------------------|--|---------------------------|
| Coordinator, IP Content | 1-3, 5-6, 8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 5 |
| Engineer IV Network | 2-3, 8, 11, 15, 47 | 11 |
| Producer, MLB | 2-3, 6, 8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 2 |
| Coordinator, Music Programming | 2-3, 6-8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 7 |
| Producer, NASCAR | 1-3, 6, 8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 1 |
| Associate Producer, NASCAR | 2-3, 5-6, 8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 5 |
| Producer, Talk Programming | 1-3, 6, 8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 2 |
| Manager, Music Licensing | 2-3, 8, 15, 47 | 2 |
| Senior Director, Broadcast Operations | 2-3, 6, 8, 15, 21, 27-28, 30-32, 35, 41, 45, 47 | 2 |

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 1 | Word-of-Mouth Referral | N | 12 |
| 2 | Company website(s) www.siriusxm.com http://siriusxm.jobs | N | 26 |
| 3 | Internal Posting/Company Intranet | N | 7 |
| 4 | Monster Jeremy Rozicer http://www.monster.com 646-427-6279 622 Third Avenue, 37 th Floor New York, NY 10017 | N | 0 |
| 5 | Internal Transfer/Promotion/Conversion | N | 7 |
| 6 | Washington City Paper Heather McAndrews 202-332-2100 x231 2390 Champlain St. NW Washington, DC 20009 | N | 0 |
| 7 | Former Employee/Intern | N | 2 |
| 8 | Indeed (<i>via indirect scraping</i>)* http://www.indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902 | N | 6 |
| 9 | Dice.com http://www.dice.com 1040 Avenue of the Americas New York, NY 10018 | N | 0 |
| 10 | Glassdoor.com http://www.glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 11 | LinkedIn (online job board and/or active sourcing) Connor Doyle http://www.linkedin.com 212-946-0443 2029 Stierlin Court Mountain View, CA 94043 | N | 2 |
| 12 | HotJobs (via indirect scraping)* http://www.hotjobs.com 45 West 18 th Street New York, NY 10011 | N | 0 |
| 13 | Media Recruiting Group Risa Goldberg President One Bridge Street Irvington, NY 10533 914-591-5511 | N | 0 |
| 14 | Careerbuilder (via indirect scraping)* http://www.careerbuilder.com 200 N. LaSalle Street, Suite 2000 Chicago, IL 60601 773-527-3600 | N | 1 |
| 15 | District of Columbia – Department of Employment Services (via DirectEmployers Association) https://www.dcnetworks.org and local One-Stop Centers 4058 Minnesota Avenue, NE Washington, DC 20019 202-724-7000 | N | 0 |
| 16 | Washington Post Website (via indirect scraping)* 202-334-6000 1150 15 th Street, NW Washington, DC 20071 | N | 0 |
| 17 | Allaccess.com http://www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 310-457-6616 | N | 0 |
| 18 | Craig's List http://washingtondc.craigslist.org/ 1381 9th Avenue San Francisco, CA 94122 415-566-6394 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 19 | Entertainmentcareers.net Miles Gibbons http://www.entertainmentcareers.net 914 S Barrington Avenue Los Angeles, CA 90049 310-442-0200 | N | 0 |
| 20 | WorkplaceDiversity.com http://www.workplacediversity.com 26 Eastmans Road Parsippany, NJ 07054 | N | 0 |
| 21 | SimplyHired (<i>via indirect scraping</i>)* http://www.simplyhired.com 2513 Charleston Road, Suite 200 Mountain View, CA 94043 | N | 0 |
| 22 | Advertising Age http://adage.com Jackie Ghedine 711 Third Ave. New York, NY 10017 jghedine@adage.com | N | 0 |
| 23 | George Washington University Career Center 1922 F Street, NW Washington, DC 20052 | N | 0 |
| 24 | Howard University Career Services 525 Bryant Street, NW – C.B. Powell Building Washington, DC 20059 | N | 0 |
| 25 | Mediabistro.com http://www.mediabistro.com 475 Park Avenue South, 4th Floor New York, NY 10016 212-389-2000 | N | 0 |
| 26 | Cynopsis Trish Pihonak http://www.cynopsis.com 203-926-9878 One Corporate Drive, Suite 724 Shelton, CT 06484 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 27 | American University Marie Spaulding 4400 Massachusetts Ave. NW Washington, DC 20016 mspauld@american.edu 202-885-1799 http://www.american.edu/careercenter/ | N | 0 |
| 28 | George Mason University Career Services 4400 University Drive Fairfax, VA 22030 703-993-2370 http://careers.gmu.edu/ | N | 0 |
| 29 | Hispanic Association on Corporate Responsibility hacr@hacr.org 202.682.4012 1444 I St, N.W. - Suite 850 Washington, DC 20005 | N | 0 |
| 30 | Georgetown University Ubah Aden 37 th and O Streets, NW Washington, DC 20057 ua@georgetown.edu 202-687-6270 http://careerweb.georgetown.edu/ | N | 0 |
| 31 | Washington Area Women's Foundation Gwen Rubinstein grubinstein@wawf.org 202-347-7737 x215 1411 K Street, NW, Suite 800 Washington, DC 20005 | N | 0 |
| 32 | Korean Community Service Center of Greater Washington Ji-Young Cho jycho@kcscgw.org 703-354-6345 x109 7700 Little River Turnpike #406 Annandale, VA 22003 | N | 0 |
| 33 | American Women in Radio and Television 1760 Old Meadow Road, Suite 500 McLean, VA 22102 (703) 506-3290 http://www.awrt.org/ | N | 0 |
| 34 | Bowie State University Career Development Center 14000 Jericho Park Road Bowie, MD 20715 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 35 | Organization of Chinese Americans oca@ocanational.org 202.223.5500 1322 18th St, NW Washington DC 20036 | N | 0 |
| 36 | League of United Latin American Citizens Elizabeth Garcia EGarcia@LULAC.org 202.833.6130 2000 L St., NW, Suite 610 Washington, DC 20036 | N | 0 |
| 37 | Advancing Hispanic Excellence in Technology, Engineering, Math and Science (AHETEMS) The University of Texas at Arlington 416 Yates Street, Room 609 Arlington, TX 76019 (817) 272-1116 | N | 0 |
| 38 | National Association of Multicultural Engineering Program Advocates (NAMEPA) 341 N. Maitland Avenue, Suite 130 Maitland, FL 32751 (407) 647-8839 | N | 0 |
| 39 | The Society of Women Engineers (SWE) 120 S LaSalle Street, Suite 1515 Chicago, IL 60603 1-877-793-4636 | N | 0 |
| 40 | Facebook (Sirius XM online job messaging) http://www.facebook.com 156 University Avenue Palo Alto, CA 94301 | N | 0 |
| 41 | Towson University The Career Center 410-704-2233 8000 York Road Towson, MD 21252 http://www.towson.edu/careercenter/ | N | 0 |
| 42 | Twitter (Sirius XM online job messaging) http://www.twitter.com 795 Folsom Street San Francisco, CA 94103 | N | 0 |
| 43 | The Society of Broadcast Engineers http://www.sbe.org/ 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 | N | 0 |
| 44 | University of Maryland – College Park University Career Center College Park, MD 20742 | N | 1 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 45 | National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 info@nlgja.org 202.588.9888 | N | 0 |
| 46 | Ticket to Work Virtual Job Fair Social Security Administration 1905-B 9TH ST NE WASHINGTON, DC 20018 | N | 0 |
| 47 | DirectEmployers Association, Inc. (<i>posts all jobs for this employment unit at Siriusxm.com/careers to JobsCentral.com, Universe.jobs, and more than 1,000 networking websites focused on college alumni, diversity, disabled and military audiences</i>) 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268 | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 64 |

* These internet websites function as aggregators, automatically “scraping” other employment sites for job listings and reposting these listings on their own site. In this manner, these sites can generate interviewees and hires for Sirius XM even though they are not sources that we affirmatively contact.

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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----------|---|--|
| 1 | Participate in job fair | On March 16, 2016, SiriusXM participated in the Work Virtual Career Fair sponsored by the Social Security Administration. Participants monitored activity and included a Director, Talent Acquisition & Diversity, a Sr. Recruiter and a Senior Manager, Employee Relations. This fair was open to the public, specifically those with disabilities, seeking full time and part time opportunities. |
| 2 | Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio | On February 26, 2016, Sirius XM hosted a group of students from American University in Washington, DC. Participants from the employment unit included a Program Director/On-Air Host. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities. |
| 3 | Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio | On March 25, 2016, Sirius XM hosted a group of students from the University of Illinois in Washington, DC. Participants from the employment unit included a Newsroom Producer. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities. |
| 4 | Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio | On April 4, 2016, Sirius XM hosted a panel discussion for a group of students from the University of Maryland, College Park in College Park, MD. Participants from the employment unit included a Program Director, Music Programming. The panel discussion included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. |
| 5 | Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio | On May 10, 2016, Sirius XM hosted a group of students in conjunction with Omega Studios: Audio Engineering School and Recording Studio in |

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----|--|---|
| | | Washington, DC. Participants from the employment unit included a Manager, Music Programming. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities. |
| 6 | Sponsor event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On June 4, 2015, SiriusXM participated in a career panel for the National Association of Multi-Ethnicity (NAMIC) – Mid-Atlantic Chapter. Employment unit participant included a Vice President, Employee Relations & Diversity. This event was open to NAMIC members and invitees seeking to network and learn about careers within media. |
| 7 | Participated in event to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On June 6, 2015, SiriusXM was honored as "Sponsor of the Year" by the National Association of Black Engineers (NSBE). Employment unit participants included a Vice President, Employee Relations & Diversity and a Senior Recruiter. This event was open to honored guests and invitees seeking to network and learn about careers within media. |
| 8 | Sponsor event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On June 9, 2015, SiriusXM hosted the National Association of Hispanic MBA's (NSHMBA) – DC Chapter at its studios in Washington, DC. Employment unit participants included a Vice President, Employee Relations & Diversity, a Director, Talent Acquisition & Diversity, a Sr. Recruiter and a Senior Manager, Employee Relations. This event was open to NSHMBA members and invitees seeking to network and learn about careers within media. |
| 9 | Sponsor event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On July 16, 2015, SiriusXM hosted the National Association of Black Engineers (NSBE) – DC Chapter at its studios in Washington, DC. Employment unit participants included a Vice President, Employee Relations & Diversity, a Sr. Recruiter, Sr. Director, Auto Partnerships and a Senior Manager, Employee Relations. This event was open to NSBE members and invitees seeking to network and learn about careers within media and technology. |
| 10 | Sponsor event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On August 18, 2015, SiriusXM hosted the Black Data Processing Associates (BDPA) – DC Chapter at its studios in Washington, DC. Employment unit participants included a Vice President, Employee Relations & Diversity. This event was open to BDPA |

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|-----------|--|---|
| | | members and invitees seeking to network and learn about careers within media and technology. |
| 11 | Sponsor event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On January 28, 2016, SiriusXM hosted the National Association of Multi-Ethnicity (NAMIC) – Mid-Atlantic Board at its studios in Washington, DC. Employment unit participants included a Vice President, Employee Relations & Diversity. This event was open to NAMIC members and invitees seeking to network and learn about careers within media. |
| 12 | Sponsor event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On February 3, 2016, SiriusXM hosted the Women in Media Board at its studios in Washington, DC. Employment unit participants included a Vice President, Employee Relations & Diversity. This event was open to Women in Media members and invitees seeking to network and learn about careers within media. |
| 13 | Sponsor event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On February 18, 2016, Sirius XM hosted a Black History Month Roundtable in Washington, DC. Participants from the employment unit included a Director, Talent Acquisition & Diversity, a Director, Automotive Marketing, a Director, Urban Talk and Comedy and a Manager, Accounting/Finance. This event was open to registered guests and invitees seeking to network and learn about careers within media. |
| 14 | Sponsor event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On March 24, 2016, SiriusXM hosted Women in Media at its studios in Washington, DC. Employment unit participants included a Vice President, Employee Relations & Diversity, a Director, Talent Acquisition & Diversity, and a Senior Manager, Employee Relations. This event was open to Women in Media members and invitees seeking to network and learn about careers within media and technology. |
| 15 | Sponsor event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On March 31, 2016, SiriusXM hosted the National Association of Multi-Ethnicity (NAMIC) – Mid-Atlantic Chapter at its studios in Washington, DC. Employment unit participants included a Vice President, Employee Relations & Diversity, and a Vice President, Regulatory Counsel. This event was open to NAMIC members and invitees seeking to network and learn about careers within media. |
| 16 | Sponsor event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On April 20, 2016, SiriusXM was a presenter at the Bradford Minority MBA Dinner at the University of Maryland. Employment unit participants included a Vice President, Employee Relations & Diversity and a Director, IT. This event was open to invitees seeking to network and learn about careers within |

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----|--|---|
| | | media. |
| 17 | Sponsor event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On April 28, 2016, SiriusXM hosted the National Association of Black Engineers (NSBE) – DC Chapter at its studios in Washington, DC. Employment unit participants included a Vice President, Employee Relations & Diversity and a Senior Recruiter. This event was open to NSBE members and invitees seeking to network and learn about careers within media and technology. |
| 18 | Sponsor event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting | On May 17, 2016, SiriusXM hosted the National Black MBA Association (NBMBA) at its studios in Washington, DC. Employment unit participants included a Vice President, Employee Relations & Diversity, a Director, Talent Acquisition & Diversity, a Senior Recruiter and a Senior Manager, Employee Relations. This event was open to NBMBA members and invitees seeking to network and learn about careers within media and technology. |
| 19 | Host Internship Programs (3) | During this reporting period, Sirius XM hosted a total of 36 interns in Summer and Fall 2015 as well as Spring 2016 in Washington, DC. The interns participated in several departments at Sirius XM, including Music Programming, Talk Programming, or Sports Programming. Interns were assigned to one department based on their area of interest. Each intern was trained and supervised by a departmental mentor in the operations of the department. The students were from schools nationwide, including The University of Maryland – College Park, American University and George Washington University, The Catholic University and Howard University. |
| 20 | Activity designed by the employment unit that furthers the goal of disseminating information as to employment opportunities in satellite broadcasting | In its ongoing efforts to promote an inclusive environment at SiriusXM, the company maintains an Inclusion Council as well as six employee affinity groups that encourage the hiring, development, retention and promotion of diverse employees as well as promote standards, behaviors and policies that exemplify best practices in the area of diversity and inclusion. |